

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Indian Affairs: BIA (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	33	20	27	15	24	4
Number of Complainants	33	20	27	15	24	4
Repeat Filers	0	0	0	0	0	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	10	8	7	3	9	2
Color	2	4	1	0	3	0
Religion	1	1	0	0	2	0
Reprisal	17	14	12	9	20	1
Sex	13	7	8	1	6	1
PDA	0	0	1	1	0	0

National Origin	4	3	6	0	6	0
Equal Pay Act	0	0	0	0	0	0
Age	7	7	6	5	7	1
Disability	8	6	5	2	8	0
Genetics	0	0	0	0	0	0
Non-EEO	2	0	3	0	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	6	2	5	1	3	2
Assignment of Duties	5	3	2	2	3	0
Awards	4	0	2	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	1	2	0	0
Suspension	1	1	0	1	0	0
Removal	0	2	0	0	1	0
Other	0	0	1	0	0	0
Duty Hours	1	0	2	0	0	0
Perf. Eval./ Appraisal	3	2	4	1	3	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	15	10	11	4	15	1

Sexual	4	0	2	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	0	0	1	0
Promotion/Non-Selection	1	0	2	0	3	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	2	2	1	1	1	0
Reasonable Accommodation Disability	1	2	0	1	2	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	1	4	0	4	0
Terms/Conditions of Employment	4	6	2	2	5	1
Time and Attendance	1	2	3	1	0	0
Training	1	1	1	0	2	0
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	191.27	179.27	177.00	175.92	318.67	272.33
Average number of days in final action	38.75	45.73	50.00	90.45	113.76	57.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	201.44	175.00	201.17	168.55	314.30	287.00
Average number of days in final action	4.00	45.38	29.50	21.29	92.71	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	166.00	171.12	132.83	182.92	337.57	265.00
Average number of days in final action	51.00	48.33	72.57	211.50	125.40	76.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	7	2	1	2	1	0
Average days pending prior to dismissal	148.71	72	147	266.5	146	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	3	0	0	1	0



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Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	50	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	50	0	0	0	0	0	0	0	0

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User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2022Thru12-31						
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	33			31	25	29	17	35				
Total Complainants	33			30	24	29	17	35				
Number complaints pending												
Investigation	8			2	0	0	0	11				
ROI issued, pending Complainant's action	0			0	0	0	0	1				
Hearing	33			31	25	22	16	21				
Final Agency Action	0			0	0	7	1	2				
Appeal with EEOC Office of Federal Operations	7			7	3	5	9	9				
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2022Thru12-31						
	2017	2018	2019	2020	2021							
Pending Complaints Where Investigations Exceed Required Time Frames	10			2	1	0	3	5				